

LIVING WAGE PROGRAM

The County of Los Angeles is a principle provider of social and health services. Because the County contracts with employers who do not pay health benefits, an additional burden to County resources is created. In response to this issue, the Board of Supervisors (Board) approved the Living Wage Ordinance (LWO) which became effective on October 22, 1999. The Board increased the living wage rates which became effective June 15, 2007.

The LWO is applicable to all County Proposition A and cafeteria services contracts. Proposition A contracts are those services that could be performed by County employees, but are more economically performed by contractors.

In July 2015, the Board noted that the LWO has not kept pace with changes in the economy and did not reflect the basic cost of living without dependence on government benefits. In addition, due to the implementation of the Affordable Care Act and other legislative changes, the LWO framework and methodology needed to be restructured to reflect current realities including current housing and consumer costs.

In December, 2015, the Board adopted the revised Living Wage Ordinance effective March 1, 2016. Please be advised that the revised rates do not apply to Proposition A contracts and cafeteria services contracts awarded prior to March 1, 2016, until they are amended or extended, and immediately apply to Contracts awarded on or after March 1, 2016.

➤ Living Wage Program requirements are as follows:

- [Contracts approved **prior** to March 1, 2016](#)
- [Contracts approved on or after March 1, 2016](#)

- [Living Wage Ordinance](#)
- [Living Wage Annual Report](#)
- [Living Wage Contractors Guide](#)